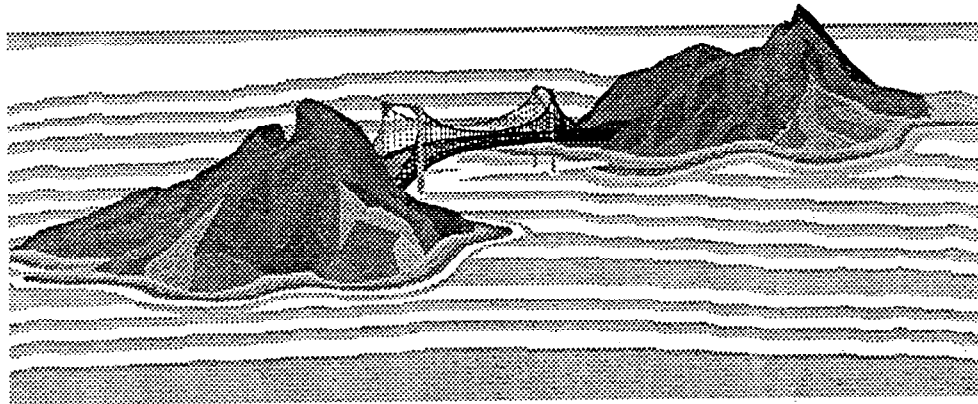


Creating an Island of Stability in an Ocean of Change



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THE PARADIGM SHIFT

MECHANICAL AGE

INFORMATION AGE

Standardization

Customization

Replaceable Parts

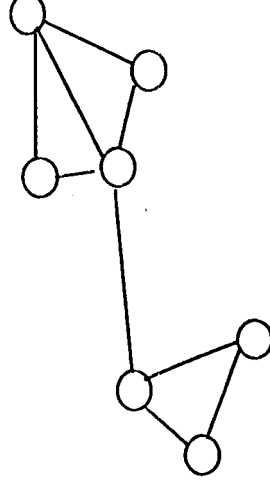
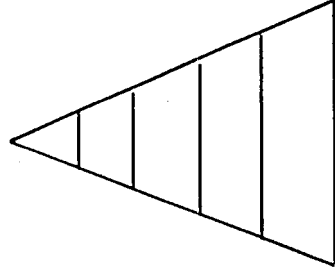
Unique Abilities

Hierarchies

Networks

Defined Structures

Flexible Connections



THE CHANGING RELATIONSHIPS

MECHANICAL AGE

(Predictable Environment)

INFORMATION AGE

(Dynamic Environment)

/RESPONSIBILITY

Positionally Defined

Personal Empowerment

AUTHORITY

Delegated from Above

Contextual or Changing

DECISION-MAKING

Positionally Defined

Seek Buy-in from Others

May Seek Advisement from
Others

Group involvement -
Research & Advise

LIVING WITH P^R^D^X

Do More	Spend Less
Centralize	Decentralize
Downsize	Value People
Maintain	Experiment
Take Risks	Be Right
Act Short Term	Think Long Term
Individualize	Institutionalize
Change	Stabilize
Internal Focus	External Focus

PARADOX SOLUTIONS #1

Leaving the world of either/or thinking.....

Both/and thinking.....

Best-of-both thinking.....

Expand the concept 'n time and/or space.....

Neither/nor thinking.....

Adapted from Peter Stroh and Wynne W. Miller's "Learning to Thrive on Paradox"

PARADOX SOLUTIONS #2

Be sure to do ALL of the following....

Gather the FACTS

Brainstorm the POSSIBILITIES

Assess the possible CONSEQUENCES

Consider the IMPACT ON PEOPLE

Adapted from the Zig Zag Model of Jungian Functions

A. M. Fairhurst, p. 5
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WORKING WITHIN YOUR INSTITUTION

What is the purpose of the institution?

-as seen by the Board of Trustees**
-as seen by the Administration**
-as seen by the Faculty**
-as seen by the Students**
-as seen by Academic Counseling**
-as seen by Career Counseling**

Are there conflicts in the PERSPECTIVES?

Is there a shared VISION?

CONFLICTING PERSPECTIVES OF STUDENTS AND THE JOB MARKET

STUDENT

Liberal Arts Generalist OR
Technical Specialist

Impatient to Make an
Impact

Youthful Idealism

Desire Meaningful Work

Want High Salary

Degree = Finished with
Education

JOB MARKET

Ability to Perform AND
Adapt to Job Requirements

Pay Your Dues; Wait
Your Turn

Experience Untested

Opportunities Tied to
Bottom Line

Cost-Cutting Trends/
Downsizing

Keep Skills Current;
Lifelong Learning

APPLYING THE FOUR STRATEGIES OF CAREER MANAGEMENT

**STABLE OR
GROWTH TIMES**

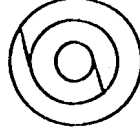
Up the Ladder
Power
Achievement



**CHANGING OR
DOWNSIZING TIMES**

Spiral

Growth
Creativity



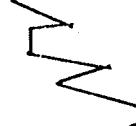
Steady State

Expertise
Security



Transitory

Variety
Independence



Adapted from the Driver-Brousseau Career Concepts Model

BALANCING COMPETING SOCIAL ARCHETYPES

SECURITY ISSUES

ORPHAN

Pessimistic
Anticipates Problems

INNOCENT

Optimistic
Oblivious to Change

SELF-ACTUALIZATION ISSUES

DESTROYER

Cleans House for Efficiency
Oblivious to Human Cost

CREATOR

Creates New Forms
Always Has to Be New

Adapted from Carol S. Pearson's *Awakening the Hero Within*

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CREATING YOUR ISLAND OF STABILITY'??' IN AN OCEAN OF CHANGE

- Know the different ASSUMPTIONS between the:
Mechanical Age Information Age.
- Apply different STYLES OF THINKING:
both/and or best-of-both neither/nor
expand the concept in time and/or space
- Do a COMPLETE CHECK when problem-solving:
gather facts brainstorm possibilities
assess consequences consider impact on people
- Review differing PERSPECTIVES to find the shared VISION
- Be able to apply the FOUR STRATEGIES of career management
- Seek to BALANCE conflicting issues and archetypes.

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